

HR Weekly Podcast 7-30-2014

Today is July 30, 2014, and welcome to the HR Weekly Podcast from the State Human Resources Division. Today's topic concerns human resources related legislation recently enacted by the South Carolina General Assembly.

A two percent salary increase was authorized by Proviso 101.21 of the General Appropriation Act for state employees effective on the first pay date that occurred on or after July first. All state employees received the increase except for agency heads whose salary is authorized by the Agency Head Salary Commission and teachers.

There were two information technology related provisos that may impact human resources. Proviso 117.132 requires that by October 1, 2014, all state agencies must submit to the Budget and Control Board's Division of Technology information technology and information security plans to include FTE counts, temporary personnel counts, salary information, and position descriptions for all information technology and information security personnel, regardless of funding sources. The Judicial Department and Higher Education and Technical Colleges are exempted from the proviso. Additionally, all state agencies are required by Proviso 101.32 to adopt and implement cyber security policies, guidelines and standards developed by the Division of State Technology. The Division of State Technology may conduct audits on state agencies except public institutions of higher learning, technical colleges, political subdivisions, and quasi-governmental bodies, as necessary to monitor compliance with established cyber security policies, guidelines and standards. Upon request, public institutions of higher learning, technical colleges, political subdivisions, and quasi-governmental bodies shall submit sufficient evidence that their cyber security policies, guidelines and standards meet or exceed those adopted and implemented by the Division of State Technology.

There are also two significant employee benefits related provisos. Proviso 105.9 allows an active State Optional Retirement Program participant who has an inactive South Carolina Retirement System account as a result of previous service to transfer the inactive contributions to his active account. Proviso 105.7 authorized an employer premium increase of 3.9 percent for the 2015 State Health Plan. There is not a premium increase for subscribers and copayment increases may not exceed 9 percent.

For complete details of these pieces of legislation, please refer to the South Carolina General Assembly website at www.scstatehouse.gov or the State Human Resources Division website at www.ohr.sc.gov. If you have any questions, please contact your HR Consultant at 803-896-5300. Thank you.